DEFENSE INTEGRATED MILITARY HUMAN RESOURCES SYSTEM (DIMHRS)

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DIMHRS UPDATE

https://www.mpm.osd.mil/

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DIMHRS HISTORY

Chronology (Pre-DIMHRS)

- **1992**
  - Initiated Mil Per IM Program, Established Joint Integration Group
  - Developed Strategic Plan, High Level Functional Model
  - Focused Program on Functional Needs
- **1992 - 1995**
  - Assessed Legacy systems/Developed Personnel Data Model/Standards
  - Implemented Numerous BPR Initiatives
  - ***Developed Coordinated Approach for Standard Systems with Services***
- **1995 - 1996**
  - DSB Task Force Convened
  - ***Recommendations Coordinated within DoD and Accepted***
  - Implementation Delayed by Congressional Language
- **1997**
  - Functional Requirements Definition under way

Chronology (New DIMHRS)

- **1998**
  - USD(P&R) Approved Mission Need Statement - February 24
  - C3I Approved Milestone - 0 - February 27
  - *New Congressional Language expands program (Manpower and Training)*
- **1999**
  - Program continued as DIMHRS (Pers/Pay)
- **2000**
  - MS I ORD approved by JROC
  - Navy installed acquisition oversight organization (PEO/IT)
  - C3I approved Milestone I - October 27
- **2001**
  - COTS Selection (PeopleSoft) - March
  - MS II ORD validated by JROC - August
  - COTS Initial Analysis Completed - August
  - Comprehensive Analysis underway

DIMHRS (Pers/Pay)

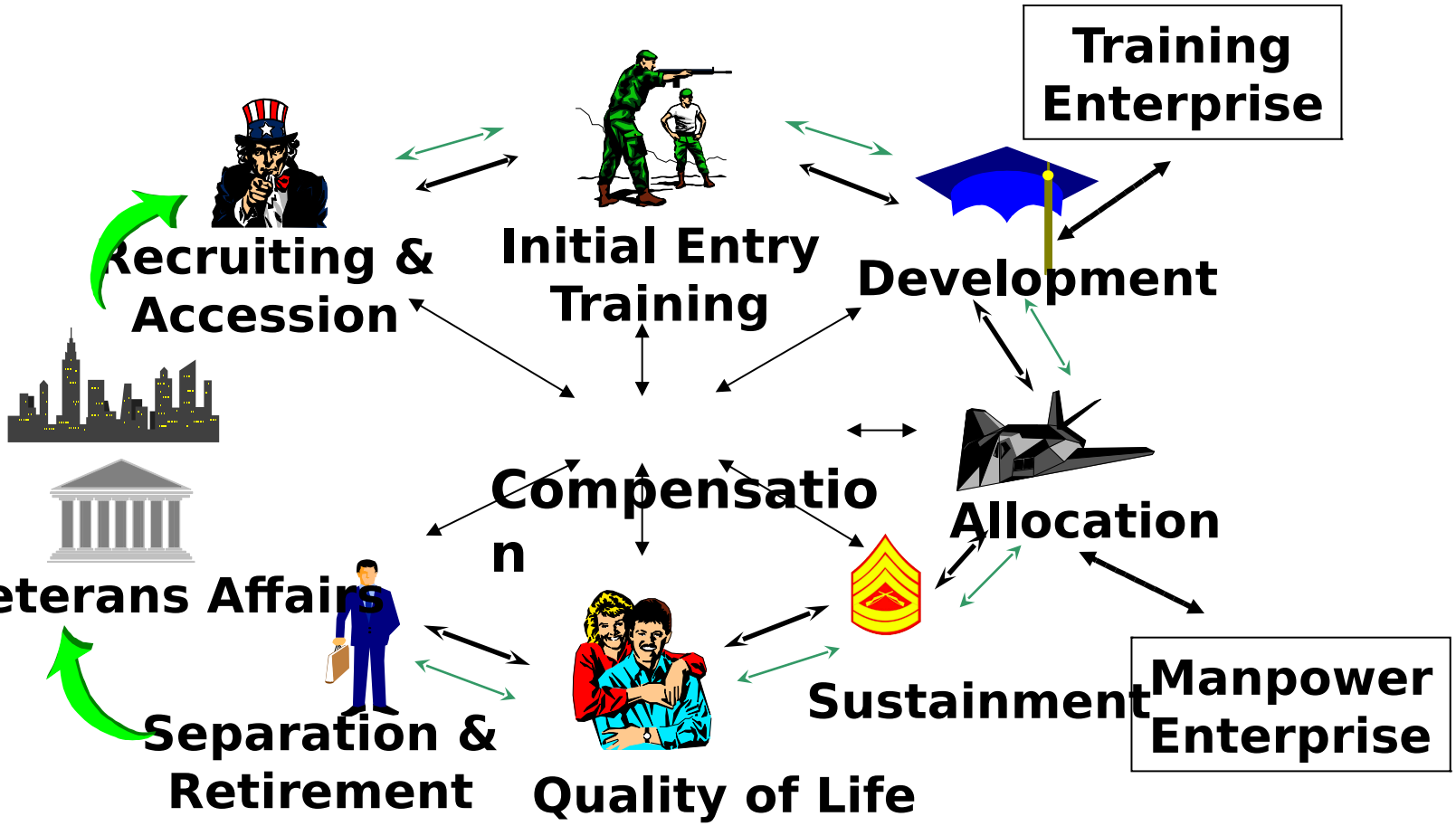
- **Established in 1996 by DSB**
- **Overcome short comings in services pay and personnel systems.**
- **Functional Management and Oversight at the Joint Requirements and Integration Office, Washington, DC.**
- **Will provide:**
  - **Enhanced readiness by providing mission support to the war fighter and military departments.**
  - **Utilize 'best business practices' in functional requirement development and analysis.**
  - **Optimize technology and incorporate improved business practices in DoD.**
- **Economies of Scale**

DIMHRS (Pers/Pay)

- **Goal: fully integrated personnel and pay capability for DoD.**
- **DIMHRS is a web-enabled software, product-enabled process re-engineering tool for all DoD services.**
- **DIMHRS is not hardware or a communications Infrastructure.**
- **Data Descriptions:**
  - **Authoritative data source**
  - **One logical record for each service member**
  - **Top level data requirement**
  - **System accuracy**
  - **Response Time**
  - **Timeliness of Data**

WHAT IS DIMHRS?

Military Personnel Life Cycle



Military Personnel Life Cycle Description

- **Process Accessions**
  - The functions to accept individuals into the military, to include creating an automated record for the member
- **Develop Personnel**
  - The ongoing processes of enhancing a military member's personal and professional skills.

Military Personnel Life Cycle Description (Cont)

- **Manage Personnel Strength**
  - The functions associated with developing, analyzing and implementing manpower plans and monitoring strength levels against those plans.
- **Sustain Personnel**
  - The processes that support managing careers, evaluating personnel, managing recognition programs, promoting personnel, and processing casualty information.

Military Personnel Life Cycle Description (Cont)

- **Support Quality of Life**
  - The functions providing for or supporting programs designed to enhance personal readiness and family well-being.
- **Perform Military Personnel and Pay Administration**
  - The administrative functions that support organizations, compensation, and military personnel.

Military Personnel Life Cycle Description (Cont)

- **Transition Personnel**
  - The functions associated with the transfer between Services and/or components, or termination of affiliation.

PROJECT OVERVIEW

Project Benchmarks

- ❑ **Milestone B and authorization for development - 31 July 2002**
- ☑ **PeopleSoft 8 selected in March 2001**
  - ☑ Initial Analysis Concluded in August 2001
  - ❑ Comprehensive Analysis of PeopleSoft 8 conducted
    - ❑ Human Resources & Associated Modules Analyzed
    - ☑ North America Payroll Analyzed
    - ❑ Global Payroll is being Analyzed

DIMHRS (Pers/Pay) Acquisition

09/07/16

- Acquired PeopleSoft Human Resource Management System (HRMS) Software in March 2001
  - Option 1 - Two year license (exercised June 2002)
  - Option 2 - DoD Enterprise license in perpetuity (must be exercised no later than June 2004)

Project Key Attributes

- **Mission Need Statement- Identified five deficiencies for DIMHRS (Pers/Pay) to address:**
  - ✓ CINCs do not have timely and accurate personnel data access
  - ✓ Lack of standardized data across Services
  - ✓ Called up Reservists sometimes lost in system
  - ✓ Personnel are not tracked into and around theater
  - ✓ Linkages between personnel and pay differ among Services

Project Key Attributes (Cont)

- **Will be a fully integrated personnel and pay system for all Components within the Department of Defense**
- **Will address major deficiencies in the delivery of military personnel and pay services**
- **Will replace the Marine Corps Total Force System and its associated input systems**
  - ✓ Currently scheduled for April 2005

Project Key Attributes (Cont)

- **Comprehensive Analysis of PeopleSoft 8 is underway**
  - Requirements Definition
  - Identify Fit/Gaps
  - Define Processes
- **Validation Workshops will be conducted for each Business Area**
  - ✓ Workshops are the primary vehicle for ensuring USMC requirements are defined for the Program
  - ✓ Anticipate a three to four day validation workshop for each Business Area
  - ✓ Workshops conducted during late 2002/on-going
  - ✓ Workshop Subject Matter Experts have been involved

"Proposed" Migration Strategy

Migrate US Army systems (Feb 04)

- Focus on replacement of SIDPERS-3

Migrate US Navy systems (Jan 05)

- Focus on replacement of HQ Databases

Migrate US Marine Corps Systems (Apr 05

Migrate US Air Force Systems (Apr 05)

PROGRAM BILLETS AND ORGANIZATIONAL ROLES

Organization Roles

- **MI Division, M&RA, HQMC**
  - Overall USMC coordination
  - DIMHRS working groups
  - Staff documents/Policy changes
  - Staffing and drafting USMC responses
  - Responsible for representing USMC interests
  - Point of contact to address program interests

Organization Roles (Cont)

- **Joint Requirements & Integration Office**
  - Re-engineering coordination regarding personnel and pay processes
  - DIMHRS working groups
- **Joint Program Management Office**
  - Staffed with two 0193 and 3432 SNCOs
  - Program management

Program Update

09/07/16

- Roles and responsibilities being executed as reported to Congress in July 2002 memorandum
  - JR&IO - Functional Sponsor
  - JPMO - Program Execution
  - PEO(IT) - Acquisition Oversight
  - Services/DFAS - Customers and Subject Matter Experts

Developer and Implementer Contract

- Developer and Implementer (D&I) Acquisition Strategy
  - RFP released 15 May 2002
    - Maximizing best business practices for large PeopleSoft implementations, spiral development of modules, deployment strategies and training expertise
    - Two Phase Approach
      - Phase I - Risk Reduction (Completed 20 December 2002)
      - Phase II - Full Development and Implementation
- Awarded five contracts September 2002
  - Phase I - September to December 2002
  - Phase II - Projected award September 2003

Requirements Documentation/Review & Coordination Schedule

- ✓ First Round Review of Business Areas — March 31, 2003
- Second Round Review of Business Areas — May 31, 2003
- Schedule Joint Review Focus Groups — June/July 2003
- All Joint Review FGs complete — August 2003

CONCLUSION & QUESTIONS?

Conclusion

- **Guiding Principle:**
  "Meet or exceed existing capabilities"

? Please refer any additional DIMHRS questions to the POCs listed below:

HQMC (MI) POC

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Conclusion

- **Guiding Principle:**
  "Meet or exceed existing capabilities"
- Please refer any additional DIMHRS questions to the POCs listed below:

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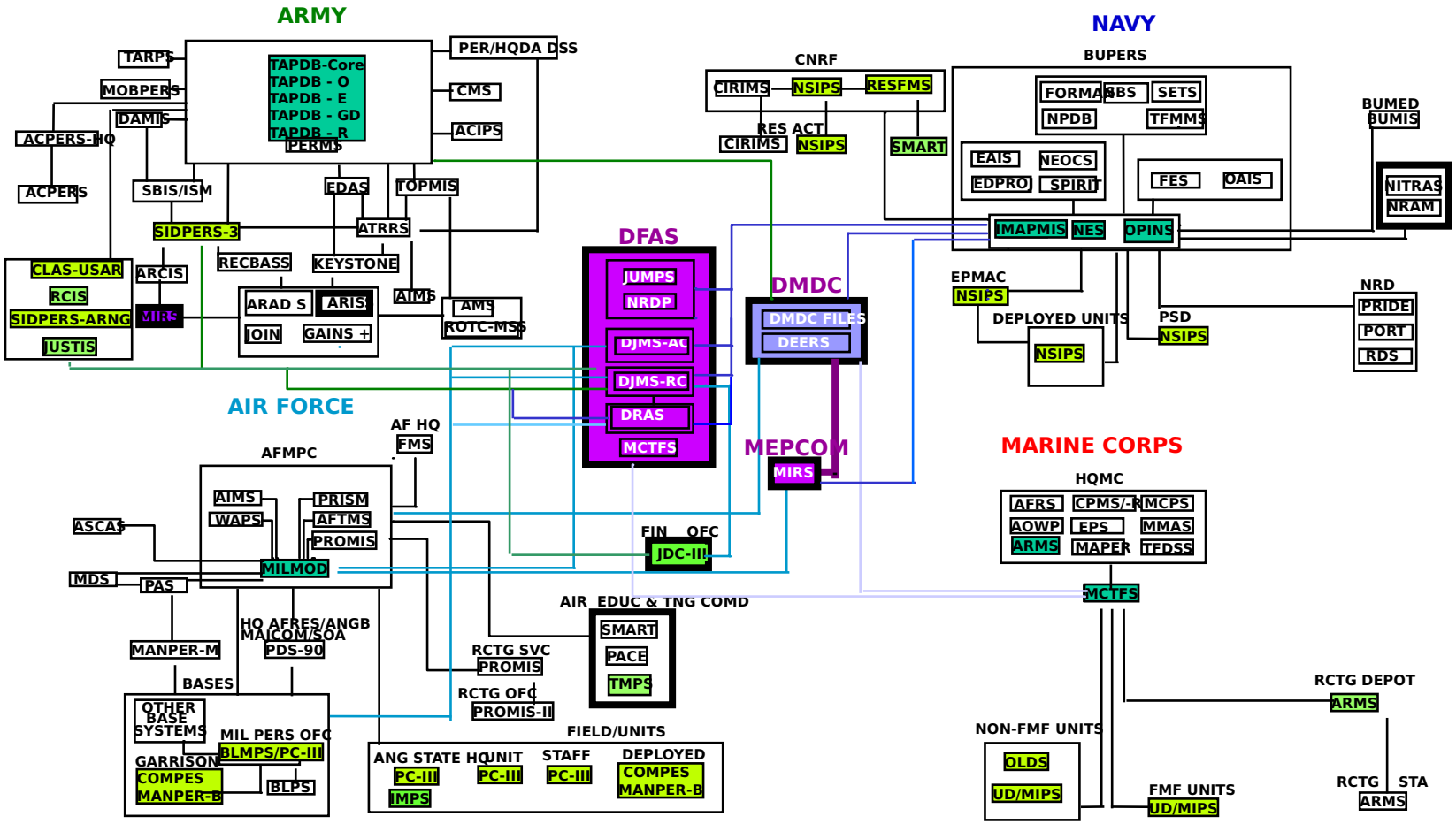
BACK-UP SLIDES

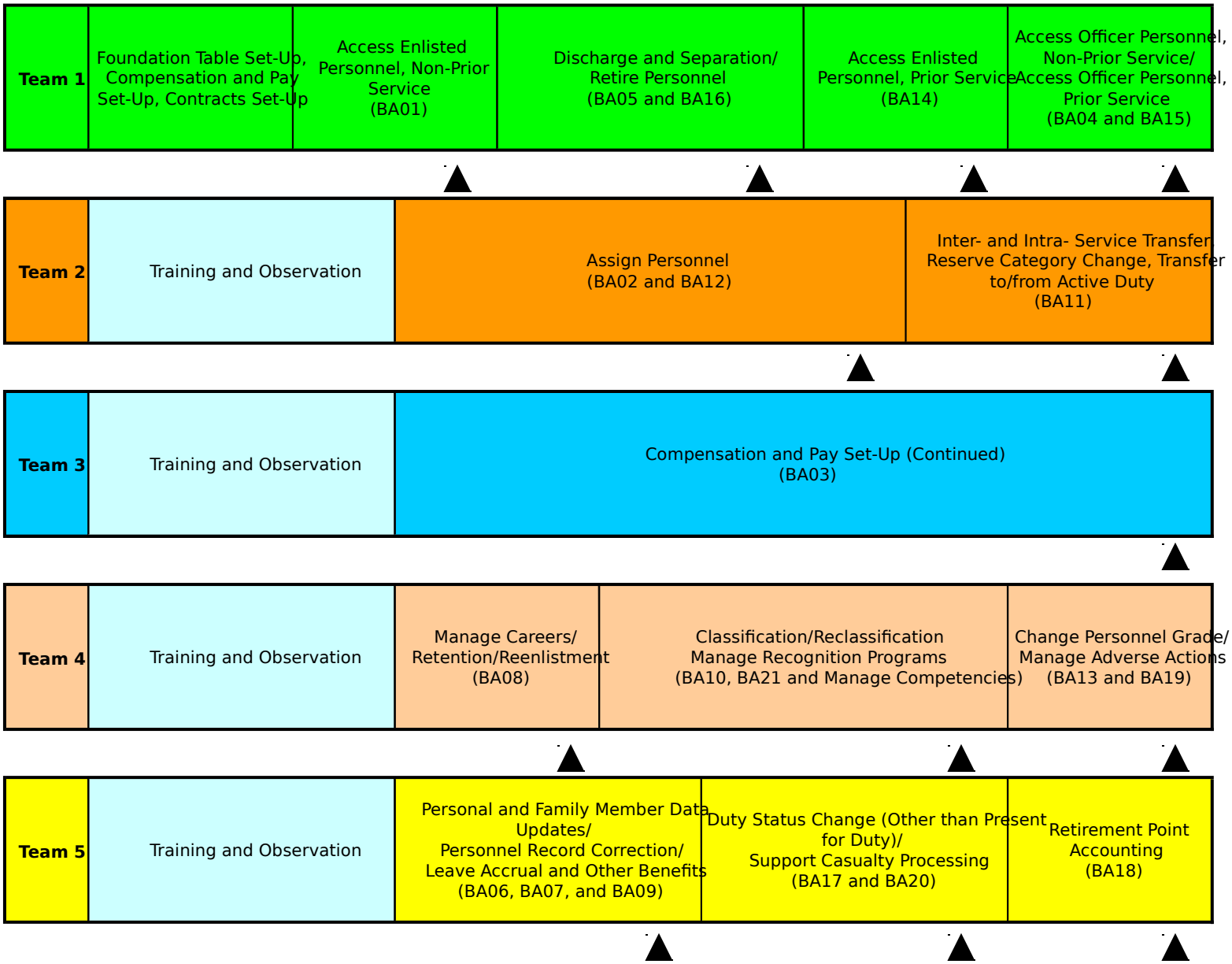
09/07/16

MILITARY PERSONNEL MANAGEMENT AND PAY FUNCTIONAL OPERATIONAL ARCHITECTURE



NOTE: There are several Component-specific feeder systems, I. E. , JDC-II/III, TMPS, IMPS, RCIS, JUSTIS, UMIDS, RSTARS-MP and SMART, that must be maintained to use DJMS in all Components of the Army, Air Force, and Navy. These feeder systems will be eliminated with the full implementation of DIMHRS

Comprehensive Analysis Schedule


Team 1
Foundation Table Set-Up, Compensation and Pay Set-Up, Contracts Set-Up
Access Enlisted Personnel, Non-Prior Service (BA01)
Discharge and Separation/ Retire Personnel (BA05 and BA16)
Access Enlisted Personnel, Prior Service (BA14)
Access Officer Personnel, Non-Prior Service/ Access Officer Personnel, Prior Service (BA04 and BA15)
Team 2
Training and Observation
Assign Personnel (BA02 and BA12)
Inter- and Intra- Service Transfer Reserve Category Change, Transfer to/from Active Duty (BA11)
Team 3
Training and Observation
Compensation and Pay Set-Up (Continued) (BA03)
Team 4
Training and Observation
Manage Careers/ Retention/Reenlistment (BA08)
Classification/Reclassification Manage Recognition Programs (BA10, BA21 and Manage Competencies)
Change Personnel Grade/ Manage Adverse Actions (BA13 and BA19)
Team 5
Training and Observation
Personal and Family Member Data Updates/ Personnel Record Correction/ Leave Accrual and Other Benefits (BA06, BA07, and BA09)
Duty Status Change (Other than Present for Duty)/ Support Casualty Processing (BA17 and BA20)
Retirement Point Accounting (BA18)
Oct-01
Nov-01
Dec-01
Jan-02
Feb-02
Mar-02
Apr-02
May-02
Jun-02
Jul-02
Validation Workshops